



leaflet

Public and Private Workers of Canada



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Winter Issue 2018



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Letter from the Editor

Hello everyone, I hope everyone had a wonderfully festive season and are looking forward to getting back to the various tasks that they have been set to.

With all of the elections for officers complete at most or all of the Locals, I hope all of the incumbent officers are ready to get back to work. To all of the new officer's; good luck with the year at hand and don't worry, it isn't all that bad.

The next couple of months are going to be busy with the Safety Conference coming up and the 56th Annual PPWC Convention being held shortly thereafter. Rod Gallant will, I am sure will put on an excellent Safety Conference, along with the help of many others in the background. I had the opportunity to attend the conference last year and the topics that were covered were very informative. The PPWC Convention will be held in Vancouver this year and it should be a wonderful place for healthy debate, as usual.

Well, I hope everyone enjoys this edition of the Leaflet, and if you have anything to contribute to the spring edition, please send it to me. Remember, this is your newsletter!

*In Solidarity,
Ron Richardson, Leaflet Editor*

Dear Arnold and Al,

We've just received the Public and Private Workers of Canada's contribution to the Resource Economics Desk in the amount of \$2,000. This is a great way to end the year! On behalf of Ben Parfitt and myself, and all of us at the CCPA-BC office, thank you very much for your donation, and please pass along our appreciation to the PPWC officers. Your support for the Resource Economics Desk is greatly appreciated. It is gratifying to know that you value Ben's work, and are finding it useful. Thank you again.

Yours Truly,
Seth Klein, Director, CCPA-BC



CCPA
CANADIAN CENTRE
for POLICY ALTERNATIVES
BC Office

Congratulations, PPWC Bursary Winners!

The Public and Private Workers of Canada offers two annual bursaries of one thousand dollars each to its members, spouses/partners and to children of its members at the end of each November. These are the two well-deserving recipients for the Angus MacPhee (Idaylia Swanson) and Orville Braaten (Nicole LeBlanc) Memorial Bursaries! From everyone at PPWC, congratulations on a job well done!

December 21, 2017
PPWC Orville Braaten Memorial Bursary

Dear PPWC,

I am writing to express my sincere gratitude to you for making the PPWC Orville Braaten Memorial Bursary possible. I was thrilled to learn of my selection for this honor and I am deeply appreciative of your support.

I am currently enrolled in year three of the Bachelor of Science in Nursing Program at MacEwan University in Edmonton. The financial assistance you have provided will be of great help to me in paying my educational expenses, and it will allow me to focus my energy on my studies in becoming a Registered Nurse.

Thank you again for your generosity and support. I will continue to work hard and repay the kindness through the works of being a student nurse, and eventually a registered nurse. This financial support will be of great help in lowering the already-high stress levels that come with the expenses of University.

Sincerely,

Nicole LeBlanc



Nicole LeBlanc (pictured above with Joe Garon, Local 9's 1st Vice President), accepts a cheque as the winner of the Orville Braaten bursary award. Nicole is studying for a Bachelor of Science in Nursing degree. Good luck with all of your future endeavors, Nicole!

From the Desk of 1st Vice President, Gary Fiege...

Welcome all to 2018, ready or not, here it is. I hope everyone had a great holiday season and wish everyone a healthy, prosperous and happy New Year.

With the holiday season behind us, it is time to reflect on the past year, and what a year 2017 was! From the National's stand point and more specifically my perspective, it was a crazy, busy time.

We managed to get through the pulp bargain without a labour interruption, something I truly believed would be hard to achieve. We also managed to get a couple of other collective agreements negotiated. Local 5's Olympic Oval took a year of

and ultimately; the membership.

We managed to put on some Shop Steward training over the last year. Locals 8, 9 and 15 were gracious enough to host myself as we trained the next set of Human Rights Activists. I love putting this training on and giving these volunteers a foundation in the rights, roles and responsibilities of being a Shop Steward, for they truly are the corner stone of our Union. This training is the beginning of developing new labour activists and mentoring at a local level will help these members to fully achieve their potential. Special thanks to the participants who contributed their eagerness and fresh perspectives to the training. I get much from putting this course on and seeing the work life through their eyes.



our time to achieve and not without a couple of trips to the labour board for mediation. Also of note we got a first collective agreement signed with Local 8's "Coldstar" certification. I firmly believe none of this would have been achievable without considerable team work and support from the bargaining committees

2017 saw lots of work being done around the provincial election. We lobbied hard to get a new government and have continued that pressure when the NDP came into power. We saw it as a great opportunity to bring substantive change to the Liberal Austerity programs that have crippled the working per-

son over the last 16 years. We have much work still to be done as we try to change the face of forestry, education and healthcare for the people of this province and not just the corporate elite.

The office saw its fair share of change over the last year as well. We did a complete renovation, bringing a modern touch to an office that was still stuck in the 90's. New flooring and paint where the biggest changes, with LED lighting finishing it off nicely. Special thanks to the girls in the office for putting up with the disruptions, as well as Todd Smith, who devoted personal time to see things moved along. We have an office to be proud of, one where we can host a variety of meetings.

We had some wins and some losses on the organizing front last year. Early in 2017 we were successful in getting a new certification (Coldstar) for Local 8. We were also successful in liberating more hospital workers from the clutches of the Operating Engineers. Unfortunately, we were not able to help all the hospital workers that approached us as a labour board decision prohibited us from carving these workers out of a certification.

It was a sad day for unionism when the drive we had been supporting fell short of its goal of organizing the WestJet flight attendants. The WestJet Professional Flight Attendants Association was trying to break the anti-union hold the company had on its employees. It was a long drawn out battle that wore out its supporters as they faced challenges at every corner. The final nail in the coffin for the WPFAA was CUPE starting a drive of its own thus splitting the support and dooming the drive to failure.

Continued on next page...

We have our work cut out for us next year as we have a few irons in the fire as far as organizing opportunities go.

As we look forward, and as 2018 unfolds, I trust we can continue our successes whilst learning from failures. We will keep moving working members' issues to the forefront.

We will continue to support our Locals and our membership. We will fight social injustice and corporate greed. We will question the status quo. We will listen and when the timing is right, our collective voice will be heard.

In Solidarity,
Gary Fiege
PPWC
1st Vice President

Pulp Pension Plan Update

Hello to all Members,

Did you know that your Pulp Pension Plan Trustees meet quarterly to review all aspects of the plan's investments, governance and plan structure? These meetings are attended by your three PPWC trustees and the three alternate trustees, along with the same number of trustees from both Unifor and the industry companies. To assist trustees in their decisions, the trust meetings are also attended by the plan administrators, Morneau Shepell, our actuary from Pension Benefits Investments Actuarial Consultants Ltd. and our investment advisors from Strategic Income Security Services. The plan is also assisted by our plan lawyers from Victory Square Law Offices, on an as needed basis.

The plan's quarterly meetings bring in current investment managers as well as potential investment managers, to receive updates on the plan's assets and to audition potential new investments. Your trustees scrutinize the plan's assets under investment to optimize returns and ensure that plan obligations (benefits paid to retirees and future benefit promises) are going to be met with a high degree of certainty.

At the December quarterly trustee's meeting, the subject of plan improvements was on the agenda. The plan has experienced strong results on investments, experience and higher interest rates. Putting all of these factors together the plan is fully funded on a going concern basis (112%) and on a solvency basis (106%).

With these numbers as presented the plan's trustees have granted three improvements to plan benefits as of January 1st, 2018.

1. A benefits increase to the plan's final 5 year career earnings. This is the post 1996 plan.
2. A benefits increase to eligible pensioners of 0.43%
3. An increase to the pre 1997 plan benefits taking them from \$58.06 per month per year of service to \$62.06 per month per year of service.

The cost of these benefit improvements is \$35.5 million. The plan is healthy and your trustees have a lot of confidence that this will hold true for many years to come. If you are interested in learning more about your pension plan please visit:

www.pulpandpaperpension.hroffice.com

Or call, toll free: 1.888.384.7555

In Solidarity,

Chuck LeBlanc
Neil Bermel
Bob Smiley

Gerald de Jong
Gary Fiege
Ryan Grier

*Public and Private Workers of Canada
Pension Trustees*

Upcoming Events

FEBRUARY 22 & 23

Joint Wage Caucus Meeting
Holiday Inn Downtown
Vancouver, BC

FEBRUARY 26, 27 & 28

PPWC Safety Conference
Century Plaza Hotel
Vancouver, BC

MARCH 1 & 2

Joint Safety Conference
Coast Coal Harbour Hotel
Vancouver, BC

MARCH 12 & 13

NEB Meeting
PPWC National Office
Vancouver, BC

MARCH 12 & 13

Labour School
Chateau Granville Hotel
Vancouver, BC

MARCH 14, 15 & 16

56th Annual PPWC Convention
Chateau Granville Hotel
Vancouver, BC



Locals

LOCAL 1 Castlegar, BC

Contract negotiations have finished for the PPWC Locals and hopefully we will see an improvement in the quality of life for our members and their following days at work. Contract issues move forward with letters of understanding and improved language in Local One bull sessions. Emergency crews received well deserved increases.

There were no recordable injuries, decent environmental performance and slightly below the 1402 tons a day desired average. Power generation was respectable and in August, Celgar broke the 1,641 MWhrs/ day.

Pulp sales were good, thanks to the high demand for pulp in China driving up the list price. The high pulp price in China, due to their new mixed recycled paper ban, is not expected to last. The mill is working hard to exceed our production budget and to take advantage of the very high margins on the sale of pulp into China.

Celgar has had to work around a problem in production due to our Colby crane still under rebuild repairs. The mill still has to manually pull logs from the lake and truck them to the wood room.

Celgar and Mercer Board of Directors met going over their quarterly budget. The performance of the Celgar mill was generally good. The budget for 2018 was approved with a healthy capital investment going forward.

The budget cost has been broken down with safety improvements being one of the items focused on. Celgar's financial plan includes: spending on land fill extensions that are needed, blow tank re-

pairs, the high cost of a digester screening, and a feed system upgrade. This support from Mercer Senior Management and the Board of Directors gives the employees of PPWC Local 1 some confidence in the future success at Celgar.

Christmas parties have been planned and the future looks somewhat better, even with the soft wood lumber negotiations slowed. Local One wishes the best of the seasons to you all.

Have a safe and happy New Year.

Larry Walker

LOCAL 9 Prince George BC

Well, hello to everyone from all the members of Local 9, things are going well up here in the great, white north; I say that laughingly as there has not been a whole lot of snow at the time I am writing this.

I hope everyone had a great summer and fall, the festive time is now past, and a new year is here and I hope it is prosperous for everyone.

The Local 9 Table Officer elections were held this month and there are a lot of returning faces, but there are also some fresh faces that have stood up to take on the responsibilities of the Local. The committee elections will be taking place in the New Year; good luck to all who run!

On December 16th Local 9 held their annual Christmas dance; this event is the wrap up of the year's events and it where the members can wind down and have fun.

The Local also recognizes all the retirees of the past year from all the certifications with a clock that com-

memorates their many years of service.

Well, it is time to get back to the grind. See you at Convention!

*Ron Richardson
Local 9 Member*

LOCAL 16 New Westminster, BC

On Sunday, November 20th I was asked to attend the final meeting of Local 16.

What I thought would be a somber occasion was anything but. It was like a class reunion! It was the first time since the plant closure in 2013 that these guys have all come together.

Looking around the hall, I saw 50 people reacquainting and just generally catching up on life. It took some coaxing to get quiet in the room and start the meeting.

Jon De Anna went through the court case and the recent rulings in favour of the Local.

The resolve we as the National Executive Board gave the Local in terms of representing the members still on LTD was discussed and appreciated.

In the end, the Members in attendance voted in favour of dissolving the Local and disbursing the left-over funds.

Special thanks were given to Jon De Anna, Gord Mellis, and Chris Fabbros for doing the work over the last 4 years. I too want to say thank you to these men.

Missed, but not forgotten!

*Gary Fiege
PPWC 1st Vice President*

Locals



On Sunday November 20, 2017, PPWC Local 16 held its final meeting. Members voted in favour of dissolving the Local and disbursing the leftover funds.

LOCAL 18 Mackenzie, BC

Family. Happy Festivus, everyone.

I hope that you've all got your aluminum pole with a high strength to weight ratio, and kept it unadorned because tinsel is distracting. Are you all prepared for the feats of strength? Also, it's time to air out our grievances, so let's start with Arnie... A Festivus for the rest of us!

Things are normal in Mackenzie. We had our closing nominations and I will stay on as President for some reason, and Peter "The Peach Beast" Merkley will stay on as 1st VP, but we have a new 2nd Vice President, who will also take over as the NEB Representative from this guy because hotels mean that I'm away from my dog. It has us set up nicely for 2018, and we should be a force to be reckoned with, and whatnot.

I've had some delightful discussions with Gary and Arnie lately about any-

thing and everything, and I think we sometimes forget how lucky that we are in our organization.

Both of those dudes either answer their phone immediately, or else I'm called back just as quickly, whether it's Saturday, Sunday, a holiday, or anything in between, and I think it's important that we recognize this luxury. On behalf of myself and 18, we thank both of those gents for their tireless efforts in ensuring that the little train that could, always will.

Also. Kelly Johnson is the President of the CCU. How great is that? That dude is top 5 coolest on the earth, and he's the President of the CCU now. Dang! Congrats to him, but also, congrats to us, and all of the CCU. We're in great hands.

Lastly, we at 18 would like to wish everyone a marvellous holiday season, filled with family, friends, and fantastic food. Sometimes things get pushed aside during the year, and this is the time to fully re-

charge the batteries and unwind a little. Hold the door for someone, help someone carry their groceries, or even just tell someone that you love them.

I'll start. Ron Richardson. I love you. Fists full of eggnog in the air!

*Nathan Blackler
NEB Member, Local 18*

What's going on in your Local?

Keep us all in the know!

Write to your Union!

Contact the Editor!

richardsonron6@gmail.com

**Articles should be between
250 and 1000 words in length.**

**Please submit any relevant
graphics with your article.**

**Please note that articles con-
taining defamatory writings
will not be selected for print.**

PPWC
Public and Private Workers of Canada



Confederation of Canadian Unions; 2017 Convention Report

The 28th Biennial Confederation of Canadian Unions Convention that took place in Winnipeg in late October 2017 was a perfect time for affiliate members of our federation to come together, discuss important issues and ongoing struggles that matter to working people, and renew our commitment to building an independent, democratic labour movement throughout Canada. It was a collective of hard working people from all areas of the country, proudly representing their unions to address concerns, share resolve and promote what's important to

us as individuals in improving working conditions for every Canadian.

As the newly elected president of the CCU, I am privileged to lead an organization I deeply believe in, a federation that is growing not only in numbers but influence and conviction, with shared values in raising employment standards and ensuring social justice for all. It was an honour to chair convention and meet a new generation of labour activists from all over the country, some of whom were attending the event for the very first time. On the agenda were vitally important discussions on a number of key political and economic issues. Resolutions at convention agreed to continue the fight against Bill C-27, which would allow Crown corporations and federally-regulated employers to change Defined Benefit pension plans into weaker and precarious Target Benefit pension plans, where workers would bear all the risks.

Along with this is the ongoing struggle against Bill 28 in Manitoba, where the Conservative government is seeking to impose severe wage restrictions on public sector workers. Our sisters and brothers in the Association of Employees Supporting Education Services (AESES) have joined other unions in the province to oppose this anti-union and undemocratic legislation. Convention renewed our



time-tested CCU resolve to demanding fairness and equal pay for equal work, and defending those who are unorganized or are left in precarious occupations. Resolutions included supporting a living wage for all Canadians, brought forth by AESES, and a commitment to establishing a card check system for union certification, submitted by the Construction Maintenance and Allied Workers Canada (CMAW), both of which passed. The York University Staff Association (YUSA) introduced a resolution promoting non-discrimination language in collective bargaining agreements, and another committing the CCU to stand in solidarity with First Nations women, girls and communities to ensure affordable housing, accessible education and the reduction of poverty.

The CCU also confirmed the creation of a new communications committee to take further advantage of extending our reach throughout the internet, social media and print media. In addition, the CCU committed efforts to joining the International Trade Union Confederation (ITUC), the largest association of national labour federations in the world, totalling 176 million workers. And speaking of expansion, convention discussed the continued efforts of increasing CCU membership. The PPWC in particular mentioned the importance of organizing First Nations workers and recognizing that full reconciliation with the community must be achieved.

In late December, the CCU is meeting with the Canadian Unions of Skilled Workers (CUSW), a proudly independent, democratic union based in Toronto but with more than 3,000 members throughout the country. The CUSW have shown interest in possibly affiliating with the CCU, and if so, will add significantly to the fabric of our federation. The CCU has agreed to the goal of doubling our membership to more than 30,000 members over the next several years, by way of organizing and showing independent unions throughout Canada what our federation can offer them.

This brings us to the issue of unity. We live in a time when incomes for working people both inside and outside unions are not keeping pace, the gap between the very wealthy and everyone else is increasing at an alarming rate, and corporations and governments alike continue their attacks on workers' rights. History shows us that progress can be made only when working people stand together and fight for a common cause, on issues like secure pensions, decent-paying jobs for all, a clean environment, health care and education we can depend on, and social justice for everyone here in Canada and around the world.

I look forward to working with the newly-elected executive board, all of whom are truly outstanding people. The CCU remains committed to forwarding our movement as independent trade unionists, campaigning for better working conditions by the implementation of fair labour and employment laws, and holding employers and governments accountable for their actions. That is why the CCU was founded in the first place, and on the eve of our 50th anniversary, makes our labour federation more relevant than ever before.

In Solidarity,
 Kelly Johnson,
 President, Confederation of Canadian Unions
www.ccu-csc.ca

Port Alberni, union blast Western Forest Products

The City of Port Alberni and its forest industry took direct aim at Western Forest Products on Thursday, telling the coastal forest giant to put its money where its mill is. Using the empty lot of the idle 42-acre Somass sawmill site as its backdrop, the union representing coastal forest workers and its supporters demanded Western Forest Products either invest in and reopen the mill or sell the site to someone willing to put the Alberni Valley to work. "I'm calling on Western to either invest in this site and reopen or make the bold decision to sell it to someone who is prepared to do that," Port Alberni Mayor Mike Ruttan told a group of more than 200 United Steelworkers and other supporters. "This business of holding the workers, holding the city and this area hostage is not OK. "This decision to close the mill, but not really shut it down officially is not OK."

Western Forest Products announced the indefinite curtailment of the mill in July. It had been temporarily curtailed since February, prior to which it operated on a single-shift basis. Ruttan asked the company to "show some belief in the future of Port Alberni." "The future is what we make it. It does not have to be a closed sawmill that used to employ 1,200 people," he said, saying the potential of the site is huge. The company's status as a major employer and taxpayer will not stop the city from calling on them "to reinvest in the area where it takes part of its wealth from," Ruttan said.

The midday rally was organized by United Steelworkers Local 1-1937, which represents coastal forest workers on the Island, most employed by Western. Brian Butler, president of the local,

said he is concerned and frustrated and warned the company that it would be hearing a lot more from the union about the Alberni Valley. "This soft shut-down [of Somass] is about seeing if there will be push back, if there will be any reaction," he said. "They are testing the water to see if they get any push back. If there's no reaction, they will tear it down." He also suggested that with just one shift working at its Alberni-Pacific mill, Western is indicating it would prefer to get out of the area. "It's ridiculous they get to shut down these mills and there's no consequence," Butler said. "That timber in this valley belongs to everyone here and everybody in this province, yet the government has allowed them to get rid of it, to ship it out. "Those [raw logs] are our jobs — they have to stay in the valley."

The rally also heard from the Langley-based San Group, which this year bought the Coulson sawmill and has invested heavily to increase production. Bob Bortolin, vice-president of business development for San, said they have plans to invest between \$30 million and \$40 million over the next three years and see a bright future in Port Alberni that could include an investment in another manufacturing site. In an interview, Bortolin said they would consider all options, including trying to buy Somass. "We are always looking at options in terms of investment," he said. "As a group we are committed to this town and we are not leaving. This used to be a vibrant community. We want to bring it back to what it was."

Bortolin said attempts to meet with the company have been unsuccessful. Babita Khunkhun, spokeswoman for Western Forest Products, said the company would not comment on rumours of a sale of the site. She also

noted a final decision has not yet been made on the future of the Somass site. "The decision to indefinitely curtail the mill was made as part of our continued focus on reducing costs in order to address the uncertainty caused by pending duties on Canadian softwood lumber products sold into the United States and ongoing log supply challenges to operate the mill efficiently," she said. "We have to reduce our costs to remain competitive, and the decision to indefinitely curtail the mill was not made lightly." Khunkhun noted that all employees were offered voluntary severance as well as support in exploring alternative employment opportunities. The company also noted it has invested heavily to update its mills on the east coast of the Island.

While he wouldn't get drawn into the reasons Somass has been shuttered, Rick Jeffery, chief executive of the Coast Forest Products Association, said the coastal forest industry is facing serious challenges and companies are having to make difficult decisions — such as closing operations and tailoring their production to the available fibre supply. "The economic health of the coastal forest industry is very challenging. Margins are being pressed and investment is difficult to attract," he said. "We have a discount in the investment community because of the high risk associated with coastal operations." That risk is down to the impact of countervailing and anti-dumping duties on softwood lumber exports to the U.S., which have increased the price of cedar to the point U.S. customers are looking at alternative products. At the same time, companies have been concerned about fibre supply with increasing pressure to protect old growth and concern over access to timber stands.

Andrew Duffy/Times Colonist
November 30, 2017

Winter Safety; a few words from PPWC's Health & Safety Officer

This is the time of year when weather affects everything we do. In the spring we deal with rain, melting snow and in the summer, the heat! Winter brings us crazy weather patterns and in the last few years we have observed these patterns getting even crazier. This type of weather brings with it more challenges when it comes to our safety. At home this winter, some are putting up Christmas lights on icy and very slippery rooftops. When at the workplace, we are given the tools and time to do things safely. We do risk hazard assessment; we communicate with the crew about the job we are about to do and how to perform it safely. When we are at home we don't always have the luxury of crew communication, unless we talk to ourselves about it! Take that little bit of extra time to assess the job before you start it and don't take the short cuts!

So, as we always try to do, take safety home with you and use the same level of Standards you use at work to get those home jobs done. Take the breaks you need to take when shoveling snow. Heavy or light snow shoveling still brings the risk of heart attacks. Check your flashlights at home to make sure they are in working order as power failures are more abundant now and can leave you in the dark for a while.

Here is a little safety rhyme I came across and made me think of ladder safety:

*T'was the night before Christmas
when all through the land, safety
was threatened by one jolly man.*

Banners were hung on the wall by

*his sled, hoping the message would
sink into his head.*

*His elves were asleep now, their
work put away, it's amazing they
made it through another long day.*

*I in my PJs, my wife in her gown,
had just settled in when we heard
quite a sound.*

*Out by the house came a very loud
noise, it's a red-suited man with a
big bag of toys.*

*I looked to see what the sound was
about, he was banging a ladder
and then he would shout.*

*He was shifting and fussing, it's
easy to grasp, the ladder was mov-
ing in spite of his clasp.*

*As he climbed on the rungs its po-
sition would change,
and his hands were both full which
I found very strange.*

*He'd done this before I could tell by
his manner, but he'd obvious-
ly skipped reading the elves' safety
banner.*

*He needed more help but never
would ask, he worked by himself
like a robber in mask.*

*Once he was up he went right to
work, he finished his job, then
turned with a smirk.*

*He left straightaway and went back
down the ladder, but tumbled to
the ground and hit with a splatter.*

*The reindeer with him all tied to his
sled, saw him laid all out and just
shook their heads.*

*He picked himself up and looked all
around, the smirk on his face had
turned to a frown.*

*He boarded his sleigh, his pride
only hurt, safety was something he
knew not to skirt.*

*But his job was so big he
thought...just this once,
but by skipping the rules he came
off like a dunce.*

*He knew what went wrong and not
do it again, and jotted a note with
his candy cane pen.*

*As he left in his sleigh I can still
hear his voice; Ladder safety's for
everyone, so make the right
choice!*

Having experienced a fall from a ladder, it can definitely hurt and the statistics on ladder falls are not pleasant to read. The most major injuries or deaths occur from falls from ladders that are 10 feet and lower. This also happens to be where most of us feel most comfortable on a ladder. Sometimes that comfort zone can cause us to overlook a potential accident. Be aware of your surroundings and take safety precautions and you should be good to go!



Just a quick update for the committees; WCB has updated the rules around storage racking; these new rules come into effect January 1, 2018. The

Occupational Health & Safety committees at all Locals should be reviewing these changes. We all have storage racks in our workplaces and inspections and repairs to them are now regulated more than they were in the past. Review the new regulations and include them in your safety inspection tours. We have moved our annual PPWC Safety Conference up this coming year to February. The conference will be held February 26, 27, and 28, 2018 at the Century Plaza Hotel in downtown Vancouver. This is a new venue for the conference as the hotel we usually use cannot accommodate the size of the conference this year. Please note that the Joint Safety Conference (March 1 & 2, 2018) has also changed venue. Book your workshops quickly as they will fill up quickly. We have a great lineup of training and seminars for both of our conferences this year. Check to make sure you have received all the registration packages and that you register long before the deadlines.

In April 2018, we will be having our WCB Advocacy & Appeals Seminar in Vancouver, BC. It will be a jam packed 4 days of intense training for our representatives from April 23 to 26. More information will come as we get closer to the event date.

Work safely both at home and at work, as the rewards are countless! All the best in 2018!

*In Solidarity,
Rod Gallant*

From the desk of PPWC Environmental Officer, Dean MacKinnon...

It's a rather bizarre time of life on the 4.5 billion year old Earth, known as home for 7.6 billion people. Nevertheless, planet Earth has provided life continuously the entire time. But now, is our Earth telling us to get serious about our habitual 'unearthly' behaviours?

In the past 200 years, the populous has accelerated their economic drive purely thinking of greed and money meanwhile living with the same economic system creating all the environmental damage the whole way long. Under the globes profit thinking powers, we lost the focus on how to maintain a balanced life cycle for all living matter on Earth and for Earth herself. We are constantly encouraged by scientists, academics, environmental groups and commons to slow our needs of consumption down immediately. Our haggard Earth, along with scientists, have been begging for years and asking all humans to take a firm stance against how we conduct our environmental etiquette. Human activity is putting unprecedented stress on Earth's life-giving systems. It has been brought to the global

stage stating that an 80% curtailment in the way we conduct our living needs has to happen before 2040 or we will hit a threshold that will become inhabitable for many regions of the globe.

As of today the globe has reached a meager amount of 28% fresh drinking water. Think about the 72% that's unacceptably polluted by man in this short timeline. By 2025, an estimated 1.8 billion people will live in areas plagued by water scarcity, with two-thirds of the world's population living in water-stressed regions as a result of use, growth, and climate change.

- \$35 billion is the amount of money spent on bottled water per year in the most developed countries in the world.
- 1.5 million barrels of crude oil is used for making PET water bottles, globally. This is enough oil to fuel 100,000 American cars for a year.
- 70% of worldwide fresh water use is allocated to farming; most of these farming irrigation systems operate at only 40% efficiency.

Plastics, along with fertilizers, are wreaking havoc in our oceans and waterways at an alarming rate, devastating ma-

rine life and all types of fish, birds and animals, bringing extinction rates up to scary speeds and numbers. Ice caps are shrinking exponentially as scientists try to figure out a prolonged plan to mitigate our selfish needs and behaviours.

Making a drastic change, at the magnitude we need to make it and starting immediately, will take a cooperative effort by all mankind. This is something that will be very hard to do, and here's why. Ask friends and family how much of their current life patterns they're willing to give up; most don't want to at all. Most would say that it would be horrible to give up my car, I can't do that. What? Give up all my powered devices? Ration water with water meters? You've seen in the news how hard the latter is. This should give us reasons to ask ourselves, what are the personal methods we're achieving to make change in our own daily routines?

At some point we have to think about the industries that support our ways of life, more so focusing on the effects in which they contribute to climate change. What would happen if we had to shut down our jobs due to climate conditions? Recently I attended the conference

Continued on back page...



The F.S.C.; What is it?

What is the FSC? The Public and Private workers of Canada are long standing members of the Forest Stewardship Council and have been actively involved in the FSC for nearly 20 years.



The FSC is a global, not-for-profit organization that sets the standards for what is a responsibly managed forest, both environmentally and socially. When timber leaves an FSC-certified forest, they ensure companies, along the supply chain meet their best practice standards. Also, when a product bears the FSC logo, you can be sure it's been made from responsible sources. In this way, FSC certification helps forests remain thriving environments for generations to come, by helping you make ethical and responsible choices at your local supermarket, bookstore, furniture retailer, and beyond. FSC does not set these standards alone. They consult their global network of environmental, social, and economic members to ensure that forest standards represent everyone's needs, from Indigenous Peoples to endangered animal species.

FSC members include some of the world's leading environmental groups (WWF and Greenpeace), social organizations (the National Aboriginal Forestry Association), businesses (Tetra Pak and Mondi PLC) as well as forest owners and managers, processing companies, campaigners, and individuals like you.



Elections of New Board members for FSC Canada

FSC Canada's Board of Directors are fundamental to the organization providing diverse Aboriginal, Economic, Social and Environmental interests, and bringing integrity and resilience to the FSC system.

With a strong and chamber balanced Board of Directors FSC Canada will be able to continue to move the organization in the right direction" says Francois Dufresne, President of FSC Canada.

The FSC Canada Board is made up of 8 elected representatives (2 per chamber). Four are elected by each membership chamber – Aboriginal Peoples, Economic, Environmental, and Social.

FSC Canada is proud to present the Board of Directors:

Aboriginal Peoples Chamber

David Flood, individual
Tyler Bellis, Council of the Haida Nation

Economic Chamber

Andrew Tremblay, Domtar
Elston Dzus, Alberta-Pacific Forest Industries Inc.

Environmental Chamber

Catharine Grant, individual
Julee Boan, Ontario Nature

Social Chamber

Cameron Shiell, Public and Private Workers of Canada
John Caluori, Unifor

A fond farewell:
FSC Canada would like to acknowledge Arnold Bercov, Brenda St-Denis and Pier-Olivier Boudreault for the number of years they dedicated to the FSC Canada Board of Directors and wish them success with their future endeavours.

From the desk of the PPWC's Forestry Officer

It has been a busy past few months! In October, PPWC President, Arnold Bercov and I attended the Forest Stewardship Council General Assembly in Vancouver. It was a 5 day event in which I attended the final 3 days. This was a huge event and the first time it has been held in North America, with well over 600 people from all over the world in attendance.



FSC® General Assembly 2017
Vancouver, Canada, 8-13 October



I was present for the motions portion of the General Assembly. I was shocked to see many motions defeated that I assumed were no-brainers. It became very clear to many in the social chamber that the economic chamber (mostly the south) was voting down very important motions for both the environmental and social chambers. At lunch on the second day, a large group of social chamber members devised a plan to get back at the economic chamber and vote down their key motion. Although many in our chamber wanted this motion passed it was important to stand together and show our solidarity to our chamber.

It turns out that, in the final minutes, a deal was made and we were instructed to vote the way we wanted to, and a move will be made to show our dis-

pleasure with the process. All social members raised their yellow cards to give warning to the economic chamber that we have power to vote them down and they should play nice.

In October, Orrin Quinn of the Forest Stewardship Council, asked for assistance in driving some guests around Vancouver Island, which included stops at Harmac pulp mill and Wildwood Eco Forest, both in Nanaimo. We then stopped in Port Renfrew and finally ended the tour in Victoria. Someone from every continent was present and it was very cool to hear how forestry is done in other parts of the world. We now have an end date to when the National Risk Assessment is to be completed. There is one more in-person meeting set for December 11 and 12, 2017 in either Toronto or Ottawa. We are hoping to have a copy of the N.R.A. out for public consultation by the end of the year.

I attended two events on Vancouver Island hosted by Wilderness Committee and Sierra Club. Arnold Bercov spoke at the one in Nanaimo and I also took in the event in Duncan. There were close to 50 people at each event, if not more. Different views and conversation around the views of others was what these two organizations were hoping to start. Some people have strong opinions on how log exports are good, how cutting old growth is key to the industry, there were some good conversations and I did make some good connections for future events.

We had a long, hot, dry summer, which I think is the new norm here in BC. Many sawmills closed temporarily through the summer due to a lack of logs. Local 8 had two mills go down and one still struggles to find

logs to run. Ladysmith lost a week of production due to a lack of logs and Long Hoh still struggles. Port Alberni's Somass mill closed permanently, mostly due to not being able to get the right logs for that operation. With the decline of availability of large diameter logs and a lack of small log mills on the south coast, disaster is imminent for forestry here. The export market never slowed down at all, with sawmills unable to find logs to cut, sending hundreds of workers home, but the boats had ample supply to load up destined for foreign mills. When coastal mills can't find the fibre, they need to search further and further, out reaching the economical haul radius, sourcing from areas and driving up costs as the competition grows for an ever-shrinking fibre basket. We can't wait for this new government to "figure it out"; we need to pressure them now to act sooner rather than later.

A meeting was set up with the Forestry Minister, Doug Donaldson, Arnold Bercov, Gary Fiege and myself; Gary Bull from UBC's Head of Department, Forest Resources Management Professor was also invited.

This was a short meeting in which Arnie could barely get through the agenda he'd prepared. Although he did hear some of the concerns from the PPWC, Minister Donaldson is still surrounded by the same people who were there when the Liberals were in power. He needs to clean house in a sense and start over. I do get the impression he is over his head and isn't entirely sure what he should be doing. I hope he can listen to the unions and workers of British Columbia and not fall to the big money running BC's forest sector.

*In Solidarity,
Cam Shiell*

Wage increases, central banks and unions; why negotiating for a higher wage is not getting us anywhere in the long run

I remember my father and even my grandfather when I was a child bitterly complaining about the latest price of goods and services, and reminiscing about the days when a beer might cost a nickel, or a house might cost ten thousand dollars. Now, I find myself doing the same things, but with standards of price way out of the league of what even my father grew up with.

What is the cause of this? I'll give you a hint. The cost and efficiency of manufacturing goods has improved dramatically over the last one hundred years, yet we pay more for them in terms of face value on our currency, but also in the real term that the purchasing power of our compensation for an hours work has fallen behind inflation. Most people associate inflation with prices they see at the grocery store or at the department store, but this is a result of inflation, not what inflation is. Inflation is the increase in the currency/money supply. An increase in the supply of a good lowers its price. In the case of currency, an increase in the supply of currency available lowers the purchasing power of that unit of currency. We have central banks to thank for that as a primary cause, governments willing to enslave their populace as a second, and in Canada, the additional mechanism of fractional reserve banking.

Fractional reserve banking is a term used to describe the rules by which a bank "lends" money. For instance, if you were to take a one hundred dollar bill and deposit it into say RBC, RBC then could turn around and lend out to others one thousand dol-

lars, using your deposit of one hundred as a "fractional reserve". This is with a ten to one reserve ratio, which was the initial ratio used by banks for "lending" purposes. Currently in Canada, the ratio is infinite. I put lending in quotation marks for this reason. You might be thinking that when the bank "loans" money, that they actually have it, that it might be a store of money from all the customers deposits. This is not so. When you take out a loan, that currency did not exist until that point. This is another way in which our currency supply is increased.

So the bank, upon your request, magically creates money out of thin air, only has a function of ones and zeros in a computer, and you owe that money back with interest, interest determined by the central bank, and even as you are bringing that currency into existence, you are watering down its purchasing power by the act of its creation, and the creation of currency that everybody else is enabling the banks to engage in by taking out loans. This cycle of currency creation, devaluation/inflation, usury, wage increase, and loan repayment enslaves us all to debt.

Our historical response has been to demand a wage increase from our employers, but as you can see, they are not the source of the problem. Should unions negotiate for a higher wage? Yes, without a doubt, but that is not enough, it is merely a retreat to a fallback position, and "wars aren't won by evacuations" to paraphrase Churchill. It is my wish to see all unions, in unity with the companies they deal with, turning our collective bargaining power and diplomacy towards requesting and requiring of our governments to stop spending beyond their means, to abolish the primary source of poverty and struggle in our land, namely the central banks and the fractional reserve banking system, and put those responsi-

ble on public trail for their part in the creation of inter-generational debt and enslavement and the economic suffering of our people, not to mention all the wars started as a result of bankers interests. All wars are banker's wars as a general rule.

How many died in wars all over the world in the twentieth century alone because of bankers' interests? How many of your or my children will die for the same in the twenty first? All that is required for evil to flourish, is for good men to do nothing. It is past time that we shake ourselves awake from our collective stupor and our focus on just getting through our life without having to live on the streets or go to jail for not paying our taxes, and take proper stock of the dire pickle we are in, and how much worse it will be for our children... It will be by orders of magnitude.

Consider this warning from Thomas Jefferson to the Americans of the eighteenth and nineteenth centuries.... "If the American people ever allow private banks to control the issue of their currency, first by inflation, then by deflation, the banks and corporations that will grow up around them will deprive the people of all their property until their children wake up homeless on the continent their Fathers conquered...."

I believe that banking institutions are more dangerous to our liberties than standing armies.... The issuing power should be taken from the banks and restored to the people, to whom it properly belongs."

Freedom is also economic, in fact, it relies upon and is determined by economics, and freedom is a part of human nature. "The sacred rights of mankind are not to be rummaged for among old parchment or musty records. They are written, as with a sunbeam, in the whole volume of human nature, by the

Continued on next page...

hand of the Divinity itself, and can never be erased or obscured by mortal power.” - Alexander Hamilton

*In freedom, in Solidarity,
Bro. Leighton Wilson
PPWC Local 15
Millwright/Shop Steward*

Are employees being discriminated against or bullied by Bill 14?

Workers Compensation Board will tell you that they are an organization created by legislation nearly a century ago, to help eliminate injury, disease, and death in the workplace. The law established rights for workers and employers in a compensation system funded by employers. This is fact, but somehow they leave out the fact that historic compromises were reached so that the workers gave up their rights to sue companies for workplace injuries so that companies would not be bankrupted.

For over eighty years the Workers Compensation Board has tried to manage conflict between companies and their employees. Royal commissions have been held to deal with the many issues fought over by both sides on safety and health issues. Reforms have been made in the workplace to account for modernization and changes in medical, political, economic and technological advances, to name a few.

Poor working conditions, many injuries and deaths prompted the start of most unions in B.C. These unions were mainly in resource based industries. The mining industry was the main business driving the start of B.C unions in the late nineteenth century. Inquests into serious events almost always blamed the miners, absolving the owners of any direct responsibility. Most of the experienced employees were immigrants who didn't speak good

English. Injured and deceased workers' only recourse was to sue the company.

A company's most utilized defense was, the 'assumption of risk' defense in which the employer could claim that there were unavoidable hazards and risks associated with the job. The worker accepted those risks when he entered employment with the employer. Another defense was that another employee caused the accident, again removing any employer responsibility.

"I believe that Bill 14 is unacceptable as presented. The bill empowers the employer, exposing employees to less desirable people in management."

So, the battle played out until employees organized, unionized and took on the companies, forcing the government to enact legislation. This started to bankrupt companies through law suits being won by the unions. The 'risk assumed' defense started to be overturned by the late twentieth century. Workers sued and many companies were financially devastated.

For years, the issues tilted back and forth between employers and unions, depending mostly on who was the most organized or which political party was in power and who they favored. And so it was that workers gave up their rights to sue and employers paid into an employer funded compensation fund.

This brings us to the present and Bill 14 of the BC Worker's Compensation Act which presents the OHS definition of, and response to, workplace bullying and harassment. Clause

{a}...includes... but, clause {b} excludes:

(a) Includes any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause that the worker to be humiliated, offended or intimidated, but,

(b) Excludes any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment. I believe this is meant to build a culture of mutual respect. However, the wording is at best weak and assumes a respectful relationship base exists. If that were so, there would be no need for clause {b} which essentially negates clause {a} for management to follow.

If clause {a} read "person" throughout, as opposed to worker, there would be no loopholes and no need for clause {b}

I believe that Bill 14 is unacceptable as presented. The bill empowers the employer, exposing employees to less desirable people in management. Bill 14 will not achieve a more respectful work place.

I cannot count the number of times management has said that the union used to fight for a safer workplace and now resists the actions by the company to make it a safer work site. Could this be because most companies used safety not so much for safety reasons, but as a means of bullying and intimidating employees?

The workers and unions have invested many years into health and safety. We need to take ownership and reassert our rights. I thank WorkSafe B.C for the information and referencing obtained on their website .

*In Solidarity,
Larry Walker
PPWC Local 1*

"Building Sustainable Communities" with keynote speakers who come from various degrees of education. These scholars are concerned from their studies. Many are noticing that in mainstream societies, people living day to day lives do understand the need to make change but are finding that, with our self-absorptions, we are clueless to the sufficient degree of change we need to make or even recognizing what the changes need to be. Most people and businesses have a tough enough time simply recycling metal, plastic, glass, compost and paper. We all have to do better!

Our political leaders for the past couple centuries have depended on a GDP accounting system that has overlooked keeping an environmental system healthy and vibrant. As Indigenous Nations have repeatedly challenged, "Look after Mother Earth and Mother Earth will look after you." This ideology bodes well with a new Ecological Economic System that is now in the makings, a superior system versus the outdated system that lines the pockets of the super wealthy.

As we're currently living in our disposable life attitudes, such as "buy it and throw it away," we are constantly depleting sensitive water works, ecological zones and environmentally rich habitats essential for filtering water and carbon, allowing us prolonged life. We cannot keep destroying these valuable areas. We are doing this while probing new virgin lands, collecting natural resources, logging, mining and drilling, all while building our continued antiquated life cycle. This is where we have to evaluate our material uses and the economic pressures deciding them. We are collecting resources, producing products, and selling to markets at such high speeds we've

overlooked the ecological system while the globalized economy squeezes its choke hold on the planet.

It is not all doom and gloom, and it does not have to be if we all come together striving to make a difference. There are now many climate changing companies developing fairly fast. Some are trying to lower costs so we can purchase products and/or install them. Solar in China and in a number of other countries is gaining large popularity as a high end and cost effective alternative energy. China's ambition is to install 1300GW of solar power by 2050. Many countries are trying to establish alternative energies to preserve precious ecological land masses with the installation of solar and wind. The idea is to get away from dams that break down water molecules and flood prime valley bottom lands, including conservation and farming grounds. This is no different then what will happen at Site C.

To date, it is most apparent that fossil fuels are the largest hindrance causing earth-shattering devastation. Many leading companies reliant on fossil fuels are actually concerned with the depleting value of fossils and their contribution to the destruction of the globe. Therefore, industries such as the Automotive, Airline and Transportation are all making great motion at getting away from the uses of these harsh fuels. In the near future we will see some remarkable inventions that will bypass fossil fuels altogether. Many well-known large name corporations are taking the lead in making this happen. Canada is a wealthy and developed country but ranks as one of

the worst in environmental protection. An environmental study done in 2016 recognized 16 of the richest countries and compared them environmentally. After all was said and done, Canada ranked 14 out of 16 for poorest environmental standards. Here in British Columbia, with Site C and Kinder Morgan having been given the green light to create a few jobs, scientists (not economists) are screaming that, "environmentally, we will pay dearly in the end!"

These very projects are the scourge of Canada, skewering us for our lack of respect aimed at actualizing the Paris Climate Accord promises.

Come on Canadians, let's step it up a couple of notches, eh!? It is not a time to panic; rather, it is a time for some critical thinking in which we start looking at different ways of creating different values to be a part of an Earth-saving solution.

*In Solidarity,
Dean Mackinnon
PPWC Environmental Officer*

*Have something to say?
Here's your chance!
Send us an article that is
250 to 1200 words, and
we'll print it in the next
edition of the Leaflet!*



PPWC
Public and Private Workers of Canada

